

## Faculty Hearings Committee

Annual Report  
November, 2007

**MEMBERS 2007-2008:** Rosann Farber (Pathology & Lab Medicine, 2010); Zhi Liu (Dermatology 2009), Abigail Panter (Psychology, 2008); A. Wayne Pittman (School of Pharmacy, 2008); Michael Votta (Music, 2009); Richard Whisnant (School of Government, 2010)

**MEMBERS 2006-2007:** Carl L. Bose (School of Medicine, 2007); Patrick J. Conway (Economics, 2007); Abigail Panter (Psychology, 2008); A. Wayne Pittman (School of Pharmacy, 2008); Linda L. Spremulli, Chair; (Chemistry, 2007). Michael Votta (Music, 2009)

**REPORT PREPARED BY:** Abigail Panter, and reviewed and approved by the 2006-2008 committee.

**COMMITTEE CHARGE:** According to *The Faculty Code of University Government*, the Faculty Hearings Committee is composed of six faculty members with permanent tenure, serving three-year terms. The committee performs functions assigned to it in the *Trustee Policies and Regulations Governing Academic Tenure*. Those duties include conducting hearings (a) on the request of a faculty member who has been notified before the end of his or her tenure or term of appointment that the University intends to discharge him or her, and (b) on the request of faculty member for review of a decision not to reappoint him or her upon expiration of a probationary term of appointment. In the case of a discharge hearing, the committee's duty is to determine whether one of the following permissible grounds for discharge has been established: misconduct of such a nature as to indicate that the faculty member is unfit to continue as a member of the faculty, incompetence, and neglect of duty (*Trustee Policies*, section 3.a.). With respect to review of nonreappointment decisions, the committee is limited to determining whether the grounds for such action are impermissible under section 4.a. of the *Trustee Policies* or whether the decision was affected by material procedural irregularities (*Trustee Policies*, section 4.c.).

**MATTERS REFERRED TO THE COMMITTEE IN 2006-07:** None.

### REPORT OF ACTIVITIES:

- The committee received and granted a request for a hearing challenging the Chancellor's intent to dismiss a tenured faculty member on the grounds of being unfit to continue as a member of the faculty. The committee conducted a full hearing and concluded that the presented evidence did not support the contention that the faculty was unfit to continue as a member of the faculty. The Chancellor rejected the committee's reasoning and requested that an additional hearing be held so that the administration could restate and expand its case against the faculty member. The committee declined to do so.

**RECOMMENDATIONS FOR ACTION BY FACULTY COUNCIL:** NONE

Respectfully submitted,

Rosann Farber  
Zhi Liu  
Abigail Panter, Chair  
A. Wayne Pittman  
Michael Votta  
Richard Whisnant